University Committee on Faculty Affairs

MINUTES

Tuesday, February 21, 2006

Members Present: Jonathan Bohlmann, William Davidson, Catherine Ernst, Michael Harrison, Terry Link, Thomas Mullaney, John W. Powell, Hayder Radha, and John Reifenberg.

Ex Officio: Robert Banks, David Byelich.

Others: John Revitte, Donna Zischke.

Call to Order: Acting Chairperson John Powell called the meeting to order at 1:05 p.m.

Approval of Agenda: The boilerplate agenda used for the 2005-06 meetings was approved at the August 30, 2005 meeting.

Approval of Minutes: Dr. Davidson made a motion to approve the Minutes of February 14, 2006. Professor Reifenberg supported the motion. The Minutes were approved as presented.

Announcements:
- Dr. Banks stated that Kristine Zayko is on vacation and will not be available to work with the Personnel Policy subcommittee this week.
- Dr. Powell reported on attending a Task Force I meeting, part of Faculty Voice. The discussion focused on several points Faculty Voice recommended, such as: establishing a budget committee as a full-time standing committee with the job of continuing work with Planning and Budgets on a year around basis rather than having it as a UCFA subcommittee; the other point involved the UCFA Personnel Policy subcommittee functions – perhaps redefining them to form an alliance with the University Committee on Faculty Tenure (UCFT) and both continue working on projects together or become more closely aligned. The Task Force groups will, for the most part, have completed much of their work and be making reports on their work by the end of the spring semester.

Subcommittee Reports:
- Budget: John Powell, Chair. Dr. Powell reported that the subcommittee had a “working lunch” and worked on “typical faculty member” will be facing next year with the 14 percent health care premium and a 2 or 3 percent raise and how that will affect their paycheck. David Byelich distributed copies of Preliminary Salary and Health Care Analysis demonstrating what the “typical faculty member” would be considering.

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Subcommittee Reports, continued
- Budget, continued
The subcommittee will be making their faculty salary recommendation for 2006-07 in the next week or two.
**Personnel Policy:** Dr. Mullaney reported that the subcommittee has completed their review of the faculty comments made regarding the *Faculty Conflicts of Interest* policy. Dr. Mullaney made a motion to endorse the *Faculty Conflicts of Interest* policy, as amended by the reviews. Dr. Harrison supported. The motion carried. The committee requested a fresh copy of the completed *Faculty Conflicts of Interest* policy.

**Old Business:** No old business was noted.

**New Business:** Dr. Davidson made a motion to accept a Health Care Co-Pays Resolution and Dr. Bohlmann supported the motion. The motion reads:

> The University Committee on Faculty Affairs (UCFA) has reviewed and accepts proposed changes in health care co-pays as appended by committee discussion (see attachment).
> The approved changes will encourage personal planning and thoughtful evaluation of health care options, resulting in an estimated savings of approximately $555,000 per year. UCFA further recommends the establishment of a health care advisory committee from experts across the university to identify possible longer-term changes necessary to serve faculty and provide necessary cost containment.
> Further the interrelationship between health care cost containment and faculty salary increments is underlined. The committee looks forward to ongoing review of salary matters within the committee and the Office of the Provost as the year progresses.

The motion passed with 8 “yes” votes and 1 “no” vote, that of Dr. Mullaney.

Dr. Mullaney made a motion to adjourn to subcommittees and Dr. Harrison supported the motion. The motion carried.

**Adjournment:** UCFA adjourned to subcommittees at 2:10 p.m.

Respectfully submitted,

Elva Boyles
Recording Secretary